BETH ISRAEL HOSPITAL NEWS

Vol. 4 No. 4 | Boston, Massachusetts | May, 1962

New Ziskind Floor of Yamins Building Set for Dedication Ceremony June 17

Elevators Are Reserved Only In Emergency

In emergency situations, for the benefit of patients, a change is made in the usual elevator procedures at the hospital. When the elevator is being used in an emergency, only medical and nursing personnel will be permitted to remain on the elevator. All other people will be asked to leave.

In each bank of elevators in the North and South Buildings, one of the elevators is equipped with a telephone (Elevator 2, North Ext. 494 and Elevator 8, South Ext. 495). If an elevator is needed in an emergency, the appropriate number may be dialed and the elevator reserved. The elevator operator will stop at the nearest floor, discharge his passengers and go to the floor requesting emergency service.

For example, if a patient in bed on seventh floor South must be rushed immediately to the operating

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Disaster Plan Book Available

A new Disaster Plan Booklet has been prepared by the Disaster Committee and the Public Relations Division. Adapted from instruction A-1-C in the Administrative Manual for quick and easy reference, the booklet contains sections describing when the plan should be activated, the steps to be taken and the responsibility of each unit in the Hospital. It has been distributed to Divisions and Departments for use.

Yamins Research Building, showing new Ziskind Floor.

U. S. Grant Received For Blood Research

Investigation into various aspects of blood clotting and bleeding diseases will be carried out at Beth Israel Hospital, in association with Harvard Medical School, under a long term grant from the U.S. Public Health Service. The grant of approximately $700,000, beginning on June 1, will extend for seven years.

Dr. Alexander

Principal investigator will be Dr. Benjamin Alexander, Associate Director of the Medical Service and Visiting Physician at Beth Israel, and Associate Professor of Medicine at Harvard. Working with Dr. Alexander will be Dr. Liberto Pechet, Dr. Allan Kliman and Dr. Manuel Kaplan, Associates in Medical Research at BI and Instructors in Medicine at Harvard.

Dr. Alexander views the problem of blood clotting as a two-sided coin. "On one side of the coin," he explained, "blood does not clot as it should and uncontrolled bleeding results, as in hemophilia, a blood defect transmitted from mother to son. On the other side of the coin is the tendency of the blood to clot when it shouldn't, causing such conditions as coronary thrombosis and blood clot in the legs and lungs."

The ability of blood to clot is controlled by the presence of at least twenty-two substances in the blood. Under normal conditions, the body maintains a balance of these substances. When the balance is upset by a lack, or insufficient amount, of one or more of these substances there is

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Research Facility, First Unit Finished in Development Program, Adds Needed Space

Dedication ceremonies marking the completion of the Ziskind Floor (4th) of the Yamins Research Building have been set for June 17th, it was announced by Dr. Sidney S. Lee, General Director.

First of the major units constructed as part of Beth Israel's $7,500,000 Development Program, the Ziskind Floor was made possible through a gift of $150,000 from the Jacob Ziskind Charitable Trust. The late Jacob Ziskind, philanthropist and industrialist, created the trust in his will. Trustees of the Charitable Trust are Mrs. David Weltman, sister of the late Mr. Ziskind, and Abram Berkowitz, former President and a Trustee of the Hospital.

Construction of the new facility was begun last Fall, Dr. Lee said. He noted that the new floor will add almost 5,000 square feet to the Yamins space and will allow many research people to occupy modern offices.

Slotnik to Preside

Presiding at the Dedication Day ceremonies will be Isidor Slotnik, President of the Hospital. The program of the dedication exercises was developed by the Hospital's Public Relations Committee, under the leadership of Norman L. Cahners, Chairman. Joseph G. Weisberg, co-Publisher of the *Jewish Advocate*, was chairman of the special planning committee. Other members of the committee which developed the program were Melvin J. Gordon, a member of the Young Executives Group; Mrs. Helene Cahners, former president of the Women's Auxiliary; Oscar Bresnick, President of Bresnick Advertising Co.; and Lou Stein, Director of Public Relations for the Hospital.

Mr. Cahners said that the dedication ceremonies would feature an address by an outstanding figure in research, reports on Beth Israel's research program, remarks by Mr. Slotnik and Dr. Lee, response by representatives of the Ziskind Charitable Trust, and a welcome by representatives of the Yamins family.

Nursing Procedures Exhibited Through Novel Training Display

Ellen Chambers (left) and Arlene Kampner (right) Supervisor and Assistant Supervisor of Nursing In-Service Education, recently set up an exhibit of new nursing procedures in the 5 South Conference Room. The display showed, with charts, drawings, equipment and models, the proper methods of administering several important procedures.

Employee Relations Are Prime Concern of Personnel Division

At Beth Israel, as at many other hospitals, people are the keys to good patient care, and people are the responsibility of the Personnel Division. From the day they apply for work at BI until they leave, their employment, orientation, attitudes, problems, wages and benefits are the concern of the Personnel Division. The continuing aim of the Division is to secure harmonious and productive relationships between the employee and his supervisor, who represents the administration of the Hospital.

P58-148

Miss Theodora M. Jay

Miss Theodora M. Jay, Director of Personnel, has incorporated many progressive techniques of industry in her administration of the personnel program at the Hospital.

"Since 65% to 70% of hospital costs are for personnel, a much higher ratio than in most industry or business," Miss Jay says, "the recruitment, selection and fair treatment of employees are more important than in many other fields."

Personnel programs in business and industry have been more advanced and progressive than in hospitals. Only now are hospitals beginning to realize that sound, well-functioning personnel programs are essential to good employee relations.

The Personnel Division means different things to different people. To the employee, it is his court. He should go to his immediate supervisor with his problem first, but if not satisfied he always can ask for the help of the Personnel Division. Personnel is a source of information to the employee on such matters as Blue Cross, vacations, sick time, leave of

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Emergency Rules For Elevator Use

(Cont. from page 1, col. 1)

room on the third floor, the floor secretary, nurse or doctor will call the South elevator (number 495). While the patient is being wheeled to the elevator, the elevator operator will be discharging his patients and heading for the seventh floor. When the elevator is loaded the operator will turn the emergency key. With this key on, the elevator will stop only at the floor desired.

The types of situations which would be considered emergencies are these:

1. Delivery of pacemaker, oxygen and resuscitation equipment for a patient's immediate use.
2. Obstetrical admissions.
3. Emergency unscheduled surgery or treatment.
4. Delivery of blood to a patient.
5. Fire drill.

This service must never be used for non-emergency purposes:

1. Scheduled movement of patients to the Operating Room.
2. Routine return of patients from the Recovery Room.
3. Return of equipment to floors such as empty beds, stretchers or wheelchairs.

B. U. Honors Dr. Goldman

Dr. Henry M. Goldman, Head of the Dental Department at Beth Israel Hospital, was honored by his colleagues and students on April 8 when an oil painting of him was presented to Boston University. The portrait by Edna Hibel of Brookline was commissioned for Dr. Goldman's 50th birthday.

U. S. Grant Spurs Blood Research

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uncontrollable bleeding. If there is too much of one of these substances, clotting may result.

Under the new grant, Dr. Alexander will work primarily on the steps involved in blood clotting and their possible relationship to the development of atherosclerosis. Study of the phases of clotting will lead, possibly, to an understanding of how to control the formation of a clot, or how to dissolve a harmful clot once it forms. Atherosclerosis is a condition in which fatty substances are deposited on the walls of the medium and large arteries. Gradually these substances reduce the channel through which the blood flows. Dr. Alexander will explore the theory that atherosclerosis results from an imbalance of the coagulating forces in the blood.

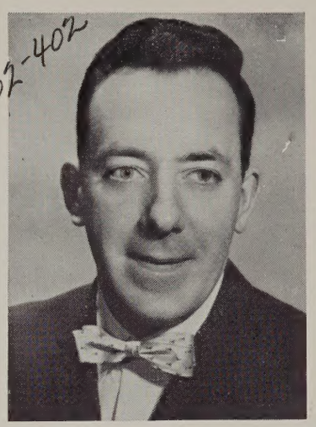
62-517

At weekly staff conference, the Personnel Division reviews pressing problems. Members of the Division include (left to right) Miss Theodora M. Jay, Director; Miss Marianne Hurley, Miss Donna Russo, Miss Ann Cabral, Mrs. Dorothy Crosby, and Miss Esther Keidel.

meet the FAMILY

Dozen Years at B. I. for Dillen

62-402



David Dillen

In the twelve years David M. Dillen has been at Beth Israel, he has worked in the kitchen, the old coffee shop, the print shop, the X-ray Department, shipping and receiving and finally the Purchasing Department where he is now the butcher and perishable foods buyer. Eight years ago Dave left his job here and went to work for a printer downtown. He started the new job on a Monday morning but was back at his old job Monday afternoon.

Nature Lover

Dave left school after Junior High because, in his words, "I knew more than the teacher. I knew all about catching frogs, fishing and hunting." He not only started working early, he also married early. When he was seventeen, he married the former Mary Ferdinand of Jamaica Plain. Now Mr. and Mrs. Dillen have five children ranging from eighteen months to ten years — all born at BI. The three older children who are in school get A's and B's, Dave explained proudly.

Aids Family

When Dave was nineteen his mother-in-law died, leaving four children. Dave and his wife took the children into their home and cared for them until they married or went into the service. At the time the oldest boy was only a few years younger than Dave and his wife.

An outdoor sportsman, Dave enjoys hunting and fishing. On his hunting trips to Maine or New Hampshire, Dave is able to butcher his kill by himself.

Bradbard's Gift More Than Shop

One of the best-known personalities at Beth Israel Hospital is Mrs. Esther M. Bradbard, manager of the Gift Shop. Five years ago she came to talk to the President of the Women's Auxiliary who was looking for someone to manage the shop. Esther said she had no gift shop experience, although she had managed a clothing shop. After the interview, they visited the shop which was filled with customers. Mrs. Bradbard took off her coat and went to work. She has been here ever since.

Before Esther came to Boston, she and her family lived in Portsmouth, N. H., where her husband had a meat market. After his death, Esther continued to manage the meat market, and to this day considers herself a skilled butcher.

USO Worker

During the war Esther was active in the U.S.O. The Bradbard home in Portsmouth "was a second U.S.O. for the servicemen stationed in this area," she is fond of recalling.

62-468

Mrs. Esther Bradbard

Esther has a son and a daughter, both of whom graduated from the University of New Hampshire. Her son is a candidate for a PhD. in Psychology at Boston University and is working on his dissertation. The three grandchildren, as you can imagine, are very special, superior children.

Recently her grandson, Louis, decided he wanted to try to fly and jumped out a second story window. When Esther asked the surprised four year old what he had learned from his adventure, the youngster replied, "I learned I can't fly, Nana."

Dietetic Interns Learn Through Varied Program

The Dietetic Internship Program at Beth Israel Hospital, which for over thirty years has been preparing dietitians for the Hospital and the community, is a one-year course for college graduates with degrees in Home Economics. The course combines a wide variety of study and experience in the organization and management of a hospital food service, as well as in the application of the principles of scient fic nutrition in health and disease.

The interns come from all parts of this country and from foreign countries to study at BI. This year there are ten students in the program. The girls are: Constance Chung, N.Y.C.; Avis Cohen, Woonsocket, R.I ; Sandra De Luca, Boston; Elizabeth Fidrych, Norwich, Conn.; Ruther Dell Johnson, Tuskegee, Ala.; Gaetane Leclerc, Quebec, Canada; Betty Lee, San Juan, Rizal, Philippines; Marion O'Leary, Brighton; Mary Stephenson, Lansing, Mich.; and Ophelia Thompson, Galveston, Tex.

The course, under the direction of Miss Ruth Sheinwald, Director of Dietetics, combines classroom instruction and actual experience.

Prescribe Standards

"The educational standards and requirements for a Dietetic Intern Program are established by the American Dietetic Association in Chicago," Miss Sheinwald explained. "The Association prescribes the minimum amount of instruction necessary to become a Dietitian, but the individual programs are planned by the institutions conducting the course." Upon successful completion of the course, the Dietetic Interns are eligible for membership in the Association.

Classes at BI are held three hours a week with dietitians, physicians, and other Hospital personnel as instructors. Lectures cover all phases of the work of a dietitian. A sample of the kinds of subjects discussed include metabolic disturbances, kitchen layout and blue printing, the role of nutrition in surgery, in psychiatric treatment etc. During the year, each intern, working with a staff dietitian, prepares a semin-

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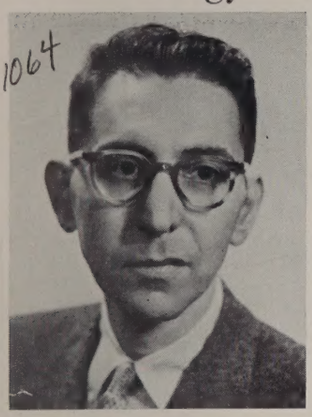
Dr. Louis Zetzel lectures to Dietetic Interns.

Freiman To Be HMS Professor Of Pathology



Dr. David G. Freiman

Dr. David G. Freiman, Pathologist-in-Chief and Director of Laboratories at Beth Israel, will become Professor of Pathology at Harvard Medical School on July 1. His appointment to the tenure post is announced by Dr. George P. Berry, Dean of the Faculty of Medicine. Dr. Freiman is presently Clinical Professor of Pathology at Harvard.

Dr. Freiman joined the BI staff as Pathologist-in-Chief in 1956. His contributions have been in the field of experimental and applied pathology and have been especially concerned with diseases of the heart, lungs and blood vessels. Recent work has included studies on the properties of tissue enzymes in normal and cancerous tissues.

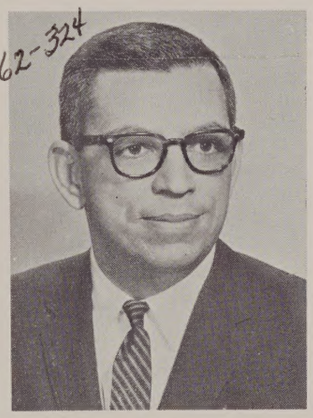
Hospital Week Observed Here

Beth Israel, along with more than 7,000 other hospitals throughout the country, will celebrate National Hospital Week, May 6-12, emphasizing the theme, "Uniting Science and Patient Care."

A display of the Dietary service at the Hospital will be set up in the lobby to show the importance of the science of Dietetics to patient care. The exhibit will include equipment used with the new centralized food service, photographs of dietitians at work, and an explanation of the Dietetic Intern program.

Sapolsky New Plans Director

Jerome R. Sapolsky, one-time Administrative Resident and later Administrative Assistant at Beth Israel Hospital, has rejoined the staff as Director of Administrative Planning. Prior to his return here, Mr. Sapolsky was Assistant Director of Malden Hospital.



Jerome Sapolsky

As Director of Administrative Planning, a new position at BI, Mr. Sapolsky will assume a great deal of responsibility for planning the administration of the expanded Hospital. The development program currently underway at the Hospital calls for the construction of two new buildings and the renovation of several older structures.

A graduate of Tufts University, Mr. Sapolsky received his M.S. degree from Yale University. As partial fulfillment of the requirements for his Master's degree, he served an Administrative Residency of one year at BI. After completing his graduate work, Mr. Sapolsky continued here as an Administrative Assistant until he was appointed to his post at Malden Hospital in 1958.

Daniels New Comptroller

Rodger L. Daniels has been appointed Comptroller in the Division of Fiscal Services, it was announced by Dr. Sidney S. Lee, General Director. He replaces Ralph F. Miller who has gone to the American Hospital Association as Staff Associate, Department of Administrative Service. Mr. Daniels came to BI from St. Luke's Hospital in Bethlehem, Pennsylvania, where he served as Comptroller since 1952.

A Pennsylvanian

As Comptroller, Mr Daniels will be responsible for organization and the day-to-day operation of accounting, tabulating and income control, under the direction of Mr. S. David Kaufman, Director of Fiscal Services.

A native of Pennsylvania, Mr. Daniels received his B.A. degree from Lehigh University in 1950 and his M.B.A. degree from Lehigh in 1953. He is a member of Phi Beta Kappa and was licensed in Pennsylvania as a Certified Public Accountant in 1951.

Rodger L. Daniels

Profile of A Trustee

A former newsboy, now an Honorary Trustee for Life of Beth Israel Hospital, built the largest gelatin manufacturing plant in America when he was 28 years old.

Joseph H. Cohen was brought from Lithuania to this country at the age of 4, by his parents who settled in the West End of Boston. The neighborhood where young Joseph grew up, went to school, met and married his wife, was then an area of tenements and immigrant families. Now it is the luxurious Charles River Park.

Joseph H. Cohen

Mr. Cohen, who became a Life Trustee in November, 1956 has been a member of the Beth Israel Board for over 25 years. He serves on the Executive Committee of the Board and has been active in all of the Hospital's service and development activities since his appointment.

Seated comfortably in front of the fireplace in his Brookline home, Mr. Cohen looked back to the days when he walked three miles each way to English High School. "At the time" he reminisced, "I was a newsboy with squatters rights on the corner of Canal and Causeway Streets opposite North Station."

Shortly before he reached the age of 28, he decided it was time to go into business for himself. His idea was to manufacture gelatin for all industrial and commercial uses. The company which was formed was the Atlantic Gelatin Company with Mr. Cohen as President.

In addition to his interest in Beth Israel, he is Honorary Life President of Temple Israel. He has been active in the CJP and many other civic, professional and social organizations.

Aim Is to Find Best Qualified Employees

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absence, retirement, holidays, jury duty, training with the Armed Services, payroll savings plans, social security and service awards.

To the Supervisor, the Division is a good right arm. Through consulting and advisory services, it provides specialized knowledge in employee relations, overtime regulations, recruitment, selection, organization planning, wage and salary administration.

To Administration, the Division acts as an objective, fact - gathering, planning and coordinating unit, assisting the "operating" divisions to do a more effective job. It sets up personnel systems and procedures and suggests guidelines on a hospital-wide basis for better assessment of employee and supervisory performance.

Right People

Jobs looking for people is the normal situation at Personnel. It is Personnel's job to find the best qualified persons for Division Directors, Department heads and Supervisors to interview.

Personnel utilizes many techniques for recruiting new employees, such as newspaper and magazine advertisements, employment agencies and school placement offices. In some instances, recruiting is done on a national basis. Recruiting techniques must be varied often, because what is effective on one occasion, will produce poor results on another. Generally, the success of recruiting depends on how many people are looking for work, the general economic situation and the location of the Hospital.

Once a number of candidates have been recruited, Personnel conducts the initial interviews where applications are completed and in some job categories examinations are given. But it is the Division Director, Department Head or Supervisor who makes the final decision. If he doesn't hire any of the applicants presented to him, Personnel will recruit additional candidates.

Recruiting Activities

The Personnel Division also serves the community by providing direct leadership in the Massachusetts Hospital Association and the Greater Boston Hospital Council personnel committees for policy, wage and salary and personnel standards advancement. For recruiting purposes, special tours are held for students of colleges and technical schools. A new development is a program in which students from Boston University, Northeastern University, Radcliffe and Bennington College come to the hospital for field work in personnel administration.

The largest amount ever raised for the Combined Jewish Philanthropies at the Hospital was announced by Mrs. Sylvia Ross (Fiscal Services), Chairman of the campaign. The total of $4035 is $1030 more than was raised last year. Shown here at the completion of the successful 1962 campaign are the members of the committee. Seated (left to right) are: Mrs. Sylvia Ross, Chairman; Helen Schwartz, Co-Chairman; Barbara Ghelfi, Clinical Services. Standing (left to right) are: Ann Kotarski, Pediatrics and Obstetrics; Jacqueline Gomarlo, Fiscal Services; Mrs. Henrietta Lederman, Nursing; Harry Bailey, House Services; Mrs. Shalmir Chatfield, Development Office and Kay Kotarski, Personnel.

Miss Ruth Sheinwald

Field Trips Give Wide Experience

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ar on a particular subject for the whole group.

To gain practical experience in the operation of a hospital food service, the interns work in each of the units of the Dietary Department. They spend from one to ten weeks in the main kitchen, cafeteria, ward, semi-private and private services, pediatrics, obstetrics, Outpatient Department and the Dietary office. Each of these sections is different, and requires a specialized approach by the dietitians.

Varied Menus

Because of the selective menu at the Hospital and individual diet requirements, every meal served is different. That means approximately 2,700 different meals a day.

In cooperation with the other local hospitals which have Dietetic Intern Programs, (Massachusetts General Hospital, Peter Bent Brigham Hospital and the Boston Dispensary) joint programs are planned.

New Librarian Is Appointed

Sally A. Ball has been appointed the new Medical Librarian at the Hospital it was announced by Dr. Howard Hiatt, Chairman of the Medical Library Committee, and Silas M. Wass, Director of House Services. Miss Ball comes to the Hospital from the Massachusetts Institute of Technology where she was an Assistant Librarian. She was graduated from Simmons College with a B.S. degree in Library Science.

○○ ... What's Going On?

Clinical Services
ANITA WOO, *Reporter*

House Staff

Welcome to *Dr. Hugh R. Holtrop*, new Assistant Resident in Obstetrics-Gynecology.

New additions to House Staff families are Russel Jay Levin, son of *Dr. and Mrs. Murray Levin;* Jack I. London, son of *Dr. and Mrs. Abram London*, Elizabeth Lee Rubin, daughter of *Dr. and Mrs. Walter Rubin* and Robert Vincent Gerard Libertini, son of *Dr. and Mrs. Robert Libertini.*

Congratulations to *Dr. David Hirsch*, Assistant Resident in Surgery, on his engagement to *Arlene Kampner*, Assistant Supervisor of Nursing-In-Service Education. A June 2 wedding is planned.

Obstetrics-Gynecology

Elizabeth "Cricket" Bigelow, former secretary in Patient Accounts, is now secretary to *Dr. Hilton A. Salhanick, Obstetrician-Gynecologist-in-Chief.*

Pediatrics

Pediatrician-in-Chief, Dr. *Robert B. Berg and Mrs. Berg* have a new baby daughter, Rachel, born on February 27.

Psychiatric Service

Congratulations to *Dr. and Mrs. David Singer* on the birth of their son Benjamin David. Mrs. Singer is a Clinical and Research Psychologist.

Hannah Rosenberg, secretary, recently announced her engagement to Mr. Harold Klingsberg.

House Services
JANE SILSBY, *Reporter*

The March 16 issue of *Hospitals* contains an article on "Improving Boiler Plant Operation" which was written by *Mr. Vincent F. Gardner*, Administrative Engineer.

Social Service

Phyllis Trachtenberg, caseworker, became the wife of Mr. David Adelson on March 4.

Medical Care Studies
MRS. RUTH GOODMAN,, *Reporter*

Congratulations to *Mrs. Norma Shereck*, Secretary and Statistical Aide, who gave birth to a beautiful baby girl, Susan Faith, on March 13.

OPD
ELAINE ISRAEL, .. *Reporter*

Welcome back to *Mrs. Marion Leventhal*, Dental Assistant, who recently returned from sunny Sarasota, Florida.

Welcome back to *Simone Adams* who has returned to the OPD Nutrition Unit.

Welcome to *Clarine Gosman*, new record room clerk.

Nursing Division
ARLENE KAMPNER, *Reporter*

In the past two months, new members have joined the B.I.H. Nursing Staff: *Jane Austin*, Pediatrics; *Pamela Moore, Judith Hammond* and *Beverly Splaine*, Nurseries; *Philomena Woods* and *Elizabeth Ann Creagh*, OBS, both from Cork, Erie; *Mrs. Ruth Cunha, Mrs. Helen Picco, Lola LaFleur*, E.W.; and *Mrs. Carol Reilly*, O.P.D. Welcome to the B.I. family.

Judith Weiner, former head nurse on 4C, now day supervisor, will be married in August to *Mr. Elliot Brause.*

BETH ISRAEL NEWS

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